



Curriculum Vitae of

ADV OLIVER JOSIE

Chartered Director (SA)

PROFESSIONAL PROFILE

Adv Oliver Josie has accumulated 19 years of Executive/Senior leadership experience in the public and private sectors in relation to strategic leadership, legal and forensic services. This includes over 15 years of cumulative experience as a Non-Executive and Executive Management representative of a Board, Audit, Risk, Fraud, Remuneration and Legal committees.

My Executive/Senior roles include serving, as the Chief Operating Officer at the Competition Tribunal, the Chief of Forensics Services at the City of Cape Town, a Deputy Commissioner at the Competition Commission, a Group Director Forensic Services at the Standard Bank, a Director at the DSO (Scorpions), National Prosecuting Authority and as a Senior Legal Officer at the SAPS.

My roles also include, providing legal & forensic, policy, governance and risk expertise as an admitted Advocate of the High Courts (1998), Chartered Director, South Africa (2017) and an Associate member of the Institute of Risk Management, South Africa (2022) respectively.

My highest qualifications include two Masters degrees, one in law (LLM) and the other in business leadership (MBL).

During my career, I applied various laws and regulations and have gained extensive knowledge of national policies, including criminal, labour, administrative, finance, corporate, competition, National Development Plan and many others.

I have engaged with diverse stakeholders, including Parliament, government departments, regulators, NPA, CCMA, courts, law enforcement agencies, corporate sector, legal industry, unions, NGOs, media and many others.

I have extensive international experience, amongst others, I presented at various international legal forums, including the United Nations (New York), OECD (France), International Bar Association (Canada), International Competition Network (Belgium), African Competition Forum (Seychelles), International Banking Security Association (Ireland & Rome), World Summit on Financial Crime (Monaco), St Petersburg Legal Conference (Russia), BRICS (RSA) and many others.

PERSONAL OBJECTIVE

To be an effective, passionate and ethical leader that contributes to good corporate governance through leveraging my skills, experience, knowledge and commitment to teamwork.



PERSONAL DETAILS

Surname: Josie
First Name: Oliver
Race/Gender: Indian Male
ID Number: *****
Address: *****
Cell Number: *****
Email Address: *****

QUALIFICATIONS

MATRIC with exemption	1983	Merebank High School
BA (Police Science)	1989	University of SA
BPROC	1994	University of SA
LLB	1999	University of SA
LLM (Masters in Law)	1999	University of SA
MBL (Masters in Business Leadership)	2011	UNISA Business School

EXECUTIVE & OTHER TRAINING

Emerging Leader Programme	1999	Kagiso Leadership School
Detective Course	1999	SAPS, Graaff-Reinet Academy
Legislative Drafting	2000	Justice College
Performance Management	2000	SAMDI
Project approach to Special Investigations	2001	SAPS, Silverton Academy
Introduction to Financial Investigations	2002	DSO (Scorpions)
Financial Investigators Training	2002	Financial Intelligence Centre
Project Management Programme	2002	University of Pretoria
Money Laundering Certificate	2003	NPA/USAID
Financial Crime Certificate	2004	Monaco World Summit
Analyst Notebook, iBridge User & iBase Designer	2004	Visual Analysis
Leadership Programme	2005	Fearless Executive
Project 2000 Workshop	2005	CS Holdings
Executive Leadership	2007	Standard Bank Group
Executive Coaching	2008	Nirvana Consulting
Executive Coaching	2013	Resolve Group
Chartered Director (SA)	2017	Institute of Directors (SA)
Risk Management Diploma	2020	Alison (Online)

Introduction to Alternative Dispute Resolution Certificate	2020	Alison (Online)
Modern Human Resource Management Diploma	2020	Alison (Online)
Nyukela Pre-SMS Course	2022	National School of Government
POPIA Training	2022	PMC

RECORD OF EMPLOYMENT

1.

Non-Executive, Legal & Forensic Professional (May 2016 to Aug 2020 & Sept 2022 to date)

- I am currently providing strategic, governance, legal & compliance, policy, risk management and forensic advisory services in the fields of criminal, administrative, corporate, labour and competition laws.
- I am currently serving as a Non-Executive Chairperson of the Audit & Risk Committee of the Department of Water & Sanitation.
- At present I am also serving as a Non-Executive Chairperson of the Investigation Committee of the SA Council for the Project and Construction Management Profession.
- I previously served as a Non-Executive member of the Audit, Risk & Fraud committees of the Competition Tribunal (resigned 2020) and the Department of Small Business Development (resigned 2018).
- I served as a Council member of the South African Dental Technicians Council, Pretoria, including sub-committees of Audit & Risk, EXCO and Legal & Disciplinary (resigned 2017).

2.

Chief Operating Officer: COMPETITION TRIBUNAL, Department of Trade, Industry & Competition, Pretoria (Aug 2020 to Aug 2022)

- Provided institutional-wide Executive leadership, strategy, policy, legal, risk management, project and operations management.
- Led the planning, development and execution of the strategy and the annual performance plan.
- Ensured financial, ICT management and fraud prevention that promotes the efficient use of resources.
- Developed effective stakeholder relationships with the public and private sectors.
- Ensured effective disclosure and reporting, including oversight over the drafting of the annual financial statement, quarterly reports and the integrated annual report.
- Ensured sound corporate governance, including risk management, compliance, maintaining performance information, oversight over internal & external audits and fostering combined assurance. Tribunal received three clean audits from the AGSA.
- Created an environment that fostered growth, training and the development of staff.
- Maintained a system of performance management that motivated staff to excel.

- Proactively identified and initiated projects aimed at improving resilience, processes and service delivery. Modernized the Case Management system.
- Served as the Chief Risk Officer, Chairperson of the Operations and Risk Management committees and represented management at the Audit & Risk committees.

3.

Director (Chief): FORENSIC SERVICES Department, City of Cape Town (Oct 2017 - Aug 2020)

- Provided strategic leadership, legal and policy direction to the department responsible for implementing an institutional-wide fraud risk strategy.
- Accountable for the investigation of complex financial, organised crime, maladministration, labour matters and competition law collusion cases.
- Accountable for the governance of the department, including annual planning, performance management, finances, human resource, ICT, risk management, training & development, compliance and integrated reporting.
- Led a new vision for the fraud risk strategy for the City, including the use of intelligence, modern technology and project investigations. Developed a new Case Management system.
- Collaborated with other assurance providers in a combined assurance framework to mitigate the top fraud risks and to strengthen the control environment.
- Stakeholder management with law enforcement agencies, judiciary, and regulators, including the Competition Commission, Public Protector, Auditor-General, SIU, National Prosecuting Authority, DPCI, Courts, and others.
- Served as a member of the Risk Management committee and reported independently to the Audit committee.
- Initiated and instrumental in hosting the Leadership Conference at the International Convention Centre, Cape Town, 2018 including themes on Governance, Anti-Fraud strategies & Competition law.

4.

Deputy Commissioner (incl acting): COMPETITION COMMISSION, Department of Economic Development, Pretoria (Mar 2013 - April 2016)

- Provided strategic oversight over divisions, including Cartels, Mergers & Acquisitions, Enforcement, Legal, Policy & Research and Corporate Services.
- Participated in executive decisions, including complex cartel & economic investigations & prosecutions, such as, price-fixing, collusion and abuse of dominance.
- Contributed to the development of the economy through Merger Control, Law Enforcement and Advocacy in priority markets, such as, Construction/Infrastructure, Mining, Food/Agro-processing & Financial Services and other key economic sectors.
- Promoted sound governance, including Executive leadership, strategy, policy and annual performance plan development, legal, risk management, audit engagement, human resources, training & development, ICT/security, finance (PFMA), media & stakeholder management.
- Represented the Commission at international forums/conferences, Parliamentary sub-committees, and others.

- Represented management at the Audit & Risk committee, Chaired the Management Governance & Risk committee and served as a member of the Finance committee.
- Provided leadership oversight in engagements with internal and AGSA audits and strengthened combined assurance.
- Provided leadership oversight over the prosecution of cartel cases in the Competition Tribunal, Appeal & Constitutional Courts.
- Responsible for initiating and implementing the re-engineering process, which resulted in operational performance improvements.
- Led the discussion with regards to the amendments to the Competition Act.
- Partnered with international agencies, such as the International Competition Network, United Nations, World Bank, OECD, African Competition Forum, International Bar association, BRICS, and others.

4.1.

Divisional Head (Executive), Cartels Division (May 2011 - Mar 2013)

- Provided strategic direction and governance to the Cartels Division, Competition Commission, responsible for investigating and prosecuting complex price-fixing, market allocation and collusive tendering cases.
- Established this new Cartels Division in 2011, served as its first Divisional Head.
- Accountable for policy, HR, ICT, financing, risk management, training/development, project and operations management, stakeholder management and integrated reporting.
- Initiated a new project approach to complex cartel investigations and prosecutions, utilizing technology, modern collection & analytical techniques.
- Led the Commission's largest cartel investigation and prosecution in the Construction industry. The media described this case as one of the largest private sector collusions in the world. 15 of the largest Construction firms were fined a total of R1,46 billion in 2013.

5.

Group Director: Forensic Services Department, Risk Management Division, STANDARD BANK GROUP, Johannesburg HQ (Sept 2005 - Nov 2010)

- Provided Global strategic direction, policy, legal and governance for Financial Crime Risk management.
- Led the department that investigated complex financial crime (fraud, money laundering, insider trading, internet & IT security fraud, etc) on a group level, including RSA, Africa and International.
- Initiated a new Consolidation Crime Control model with a new proactive approach.
- Pioneered a multi-disciplinary risk-based approach, including the use of intelligence, proactive project investigations, forensic auditing and legal.
- Established the first Cyber Forensics Investigation unit for the Bank.
- Served as an Executive member of the Group Risk & Internal Audit Executive committees.
- Reported independently and advised the Board's Group Audit & Risk committees on crime risk governance & related legal aspects.

- Collaborated extensively with other assurance providers, including Internal & External Audit, Risk Management, Internal Ombud and IT Security.
- Stakeholder management, including domestic/international private and government enforcement partners.
- Presented on Financial Crime Risk management at Local & International conferences.
- Served as a Non-Executive Board Director of the South African Banking Risk Information Centre (SABRIC), including the Remuneration and Audit & Risk committees. Member of the International Banking Security Association (IBSA).

6.

Director: DIRECTORATE OF SPECIAL OPERATIONS (Scorpions), National Prosecuting Authority, Pretoria, HQ (Oct 2001 - August 2005)

- Held leadership responsibility at the Office of the Head, DSO, focusing on strategy, policy and governance, including financial, human resources, risk management, research, prioritized investigations and prosecutions.
- Provided advice and assisted with crafting strategies in respect of complex financial and organized crime investigations and prosecutions, including bank collapses and the first financial racketeering and money laundering cases in RSA.
- Assisted in setting national standards and conducting performance assessments, especially project investigations and other corporate targets.
- Led the head office team in respect to the investigation and prosecution of organized crime and financial crime. For example, the Top 200 Project requested by President Mbeki in 2004 (top 200 criminals in RSA were arrested & prosecuted).
- Represented the DSO at International conferences, including the World Summit on Financial Crime in Monaco, 2004.
- Participated at various committees, including the JCPS cluster and Parliamentary sub-committees.
- Pioneered the Intelligence function and co-led the development of the new Anti-Money Laundering strategy in conjunction with the FIC, USDOJ & UK MetroPol.
- Participated in a team that established the Digital Forensic unit.
- Led the team with the SARB that investigated the first "spoof website" case in RSA.
- Led the NPA team to assist RSA to obtain FATF membership.
- Chaired the Chief Investigators forum and represented the investigators at EXCO.
- Stakeholder management, including government, regulators, AFU, local and international law enforcement and prosecution agencies.

7.

Deputy Director, Legal Department: SAPS, Pretoria HQ (Dec 1999 - Sept 2001)

- Provided legal advice to specialized investigation & intelligence units, drafted written legal opinions & discussion papers, international agreements, amendments to legislation and vetted interception & monitoring applications.
- Led the HQ Legal Training that provided training at Detective Academies to senior officials nationally.
- Engaged with diverse stakeholders, including executives, judiciary, government departments, regulators, legal sector and others.
- Represented RSA at the United Nations (New York) in respect to the drafting of the International Conventions on organized crime, 2000.
- Provided general leadership to the Legal Advisory unit.

7.1.

- During the period from March 1989 to November 1999, amongst others, led a successful Specialized Investigation unit in the SAPS, KwaZulu-Natal that investigated complex organized and financial crimes.
- These investigations included syndicate-related cargo container theft, corruption, other thefts, fraud, forgery, robbery, violent crimes, motor vehicle and train accidents and many others in the Durban Harbour (Maydon Wharf).

COMPETENCIES, ABILITIES AND SKILLS PROFILE

- Strategic, Effective and Ethical leadership.
- Governance, Legal, Compliance, Risk management & expertise in King IV.
- People management & Teamwork.
- Stakeholder engagement with both public and private sectors.
- Excellent verbal and written Communication.
- Negotiation and Mediation.
- Operations & Project management.
- Legal, Drafting, Research and Analytical skills.
- Extensive International experience.
- Excellent Computer skills.

PROFESSIONAL AFFILIATIONS/APPOINTMENTS

- Advocate of the Higher Courts of South Africa (1998).
- Chartered Director, South Africa (Institute of Directors, SA) (2017).
- Associate Member of the Institute of Risk Management (IRMSA) (2022).

REFERENCES

Mr Mongezi Menye

Chief Executive Officer, SAVC

Mr Basil Vink

Governance Consultant

Mr Basil Chinasamy

Head of SCM, City of Cape Town